

Job Description

Job title:	Special Needs Lunchtime Assistant
Grade:	PSC Skill Zone 2 / Pay Band 5
Department:	Education Advice and Support
Location:	Specialist Provision Centre (SPC), Onchan Primary School
Responsible to:	Specialist Provision Manager /
Reports to:	Headteacher Specialist Provision Manager

JOB PURPOSE

Under the direction of the Specialist Provision Manager, the post holder is required to support pupils remaining in school during the lunchtime period ensuring their security and safety at all times.

- Dealing with any incidents that may arise including providing first aid attention.
- Providing care and support for pupils at all times which may include one to one support for a particular child with special educational needs and/or supporting groups of children with special educational needs, encouraging play activities and building positive relationships with pupils.
- Liaising with the Specialist Provision Team on play equipment for use at lunchtime within the centre.
- Making effective use of incentives and sanctions as agreed within the school and in accordance with the School Behaviour policies, maintaining status and authority with the pupils.

MAIN ACTIVITIES

1. General Duties

The Special Needs Lunchtime Assistant is responsible for:

- Ensuring pupils have used the toilet and washed their hands before entering the dining room. Likewise, that they are also clean and tidy before returning to lessons.
- Supervising pupils on site throughout the lunchtime period, for example, in the dining room/SPC and encouraging good manners at all times.
- Maintaining safety, welfare and discipline of pupils throughout the lunchtime period under the direction of the SPC Manager throughout the whole school environment including outdoor areas.
- Co-operating with unit and teaching staff who may be on duty at the time.
- Directing pupils to free tables and ensuring that tables are fully cleaned each time, encouraging pupils to eat the school meal or packed lunch from home; assisting where needed in cutting up foods, opening packets etc. Some training in the use of a knife and fork may be required and individual feeding programmes as directed by the unit team.
- Monitoring standards of behaviour and correcting if necessary, remembering that it is the pupils' free time and some leeway should be allowed. Pupils should, however, be encouraged to speak quietly amongst their own table whilst in the dining room or SPC environment.
- Adhere to any individual behaviour modification programmes where appropriate.
- Promoting positive play, including in the playground.
- Maintaining positive working relationships with colleagues and children.
- All knowledge about individual pupils is confidential and must not be discussed outside school.
- Ensuring personal skills and knowledge remain up to date and undertaking relevant training around skills, Health & Safety, or relevant practice issues and reporting deficits to the SPC Manager.
- Attending meetings and training sessions if required by the Specialist Provision manager or school.

2. Specialist Duties

- Assisting with the feeding of children and their personal hygiene, including toileting and changing as required. This might include specialist toileting programmes and use of a range of equipment required for toileting.
- Informing the Specialist Provision Manager of any concerns or difficulties with any of the pupils, having an awareness of learning disabilities and/or challenging behaviour. **Physical restraint or punishment in any form must not be used at any time. School and SPC sanctions should be the only ones enforced.**
- Under the direction of the SPC manager, to follow individual programmes, which might include PECs, TEACCH and the use of specialist equipment.
- Successfully undertaking medical training and competencies as required to support children e.g. suction training, gastronomy / enteral peg-feeding training.

3. Health and Safety

The Special Needs Lunchtime Assistant is responsible for:

- Attending to any minor injuries and reporting same as directed, seeking immediate assistance for more serious injuries and ensuring all incidents are logged in the accident book. Any bumps to the head (however small) should be brought to the attention of the SPC Manager /Team when pupils return to the classroom for afternoon school.
- Ensuring that all duties are carried out within defined standards of safety.
- Maintaining safety and cleanliness so as not to endanger the safety of others or self.
- Being familiar with the relevant risk assessments.
- Clearing any accident or spillage using caretaking equipment provided for such purpose. The safety of the child should remain the main priority.
- Under the direction of the SPC Manager, use specialist techniques and equipment for moving and handling pupils with Special Educational Needs.

4. Any Other Duties

- Being familiar with the School's Health and Safety and Behaviour Policies.
- The post holder may be required to perform duties other than those detailed above. The particular duties and responsibilities attached to this post may vary from time to time without changing the general character of the duties or the level of responsibility entailed.

Safeguarding

The Department of Education, Sport and Culture is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All staff are required to undertake training with regard to the safeguarding and welfare of children and young people and the Department commits to providing this training e.g. via induction, on-line, briefings at staff meetings inset days etc., as appropriate.

All staff have a responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact and to adhere to, and ensure compliance with, the Safeguarding Children Board Child Protection procedures and the school/service's Child Protection Policy at all times. If, in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children School/Service, they must report any concerns to the designated Safeguarding lead in their area or to the department's Child Protection and Safeguarding Officer.

The contents of this job description may be reviewed and updated as necessary to ensure that it remains accurate and complete. All changes will be made in discussion and with the agreement of the Head of Service or designated Officer.

Department of Education, Sport and Culture
Rheynn Ynsee, Spoyrt as Cultoor

Person Specification
Specialist Provision Centre Lunchtime Assistant

Job Summary

Under the direction of the Specialist Provision Centre Manager, the post holder is required to support pupils during the lunchtime period ensuring their security and safety at all times.

Attributes	Essential or Desirable	Method of Assessment
Experience		
Experience of working with or caring for Primary or Secondary School age children.	D	CV/Interview
Willing to provide care and support for pupils at all times, which may include one to one support for a particular child with special educational needs and/or supporting groups of children with special educational needs, encouraging activities and building positive relationships with pupils.	E	CV/Interview
Willing to assist with the feeding of children and their personal hygiene, including toileting and changing as required.	E	CV/Interview
Team Player	E	CV/Interview
Disposition		
Approachable	E	Interview
Enthusiasm, energy & optimism	D	CV/Interview
Ability to work as part of a team	E	CV/Interview
Ability to relate well to children and adults	E	Interview
A willingness to continuously develop by undergoing new and refresher training	E	CV/Interview
Discreet	E	Interview
Calm disposition	E	Interview
Common sense approach	E	Interview
Circumstances/Interests		
Isle of Man Worker	D	Application
Voluntary Youth work such as Brownies, Scouts etc.	D	Interview

Current First Aid Certificate	D	CV/Interview
Satisfactory Police Check	E	Pre-Employment checks